

## People Styles at Work

Styles	Characteristics	Under Stress	Strengths	Weaknesses
<b><i>Analytical</i></b>	Quantitative and perfectionists. Controlled, must have everything in writing, need all documentation, are critical thinkers, like rules and are sequential thinkers. Non-assertive and non-responsive.	Avoiding	Prudent Painstaking Task-Oriented Systematic	Indecisive Nitpicky Impersonal Bureaucratic
<b><i>Amiable</i></b>	Nice, cooperative, responsible, reserved, logical, patient and great listeners. Don't delegate, don't like quick change, hate being put on the spot. Seek harmony and want fairness. Non-assertive and responsive.	Acquiescing	Diplomatic Dependable Supportive People-Oriented	Conflict Avoider Dependent Permissive Inattentive to Task
<b><i>Expressive</i></b>	Love to talk; are verbal, articulate, enthusiastic and influence others easily. Are allergic to paper (dislike detail) and are often poor listeners. Are creative, passionate people who embrace new ideas. Assertive and responsive.	Attacking	Articulate Fast-Paced Visionary Fun-Loving	Poor Listener Impatient Impractical Distracting
<b><i>Driver</i></b>	Get things accomplished, cut to the chase and are action-oriented. Are poor listeners, have short attention spans, don't like detail and make quick decisions. Can be brusque, abrupt with the slogan "just handle it." Are judgmental, perfectionist, and know they are right. Assertive and non-responsive.	Autocratic	Independent Results-Oriented Candid Pragmatic	Poor Collaborator Impersonal Abrasive Shortsighted